

HUMAN RESOURCES COMMITTEE NEWS

Highlights

- Message from the Chair
- Workforce Planning
- PCIE Leadership Academy
- IGEL Pilot
- IGEL Survey Results

Upcoming Meeting

The Human Resources Committee will hold its next meeting February 15, 2006.

Committee Members

Nikki L. Tinsley, Chair
 Hubert Bell
 Robert Cobb
 Robert Emmons
 Daniel Levinson
 Dave Williams
 Kirt West
 Thomas Gimble

If you have any questions, please contact: John Mullins at (202) 566-2675.

Message from the Chair

Since this is my final message as Chair of the Human Resources (HR) Committee, I want to thank the Committee Members who have contributed to its success. They include: Dan Levinson, Hubert Bell, Moose Cobb, Robert Emmons, Kirt West, and Tom Gimble. Each provided invaluable advice and support to me as we worked together to improve human resource programs on behalf of the PCIE/ECIE. I also want to thank my key staff advisor and facilitator. John Mullins has worked tirelessly in support of our efforts; researching best practices, facilitating our meetings, and running many of the projects that the Committee has sponsored. I am grateful to all for their support and friendship.

I recognize that I cannot speak to all of our efforts in a short newsletter, but I do believe that it is important to highlight some breakthrough projects that the Committee and I take particular pride in and that I hope you as a community will continue to support and build upon. They include:

- **Core Competencies.** As a community, we broke new ground in establishing core competencies. For the first time as a community, we recognized that competencies extended beyond the technical skills associated with our occupations. Now, in addition to occupational competencies, we recognize competencies associated with "Leadership, Management, and Team Skills." And, in so doing, we established a new "Career Development Model" for our community. This "Networked Talent Model" will serve the IG community as it moves through the 21st Century.
- **Core Curricula.** For years we have each been doing our "own thing" in some training areas. While that served us well in the past, it does not facilitate our ability to work collaboratively. The establishment of a Core Curricula based on our Core Competencies provides us with a framework to train and develop our staff to better align with and support each other. When fully implemented, these curricula

should foster integration and a common set of knowledge, skills, and abilities throughout the community.

- **Consolidation of the Inspector General Institutes.** The combined IG Institutes gives us the promise of having a "world class" education and training facility. To ensure that promise, we recommend that these Institutes be performance based. Only with that expectation can we give the promise a real chance of success.
- **Establishment of the PCIE/ECIE Leadership Class.** This is the shining jewel of our Committee. For all the IGs that have participated in this course I want to say "thank you" again. You know what I mean when I say that this course is truly a jewel. We are having a real impact on the minds and the perspectives of the students and therefore the future of our community. I encourage you all to continue your support for this valuable program and to actively participate in it.
- **Inspector General E-Learning (IGEL).** We should all be very proud of what we as a community have accomplished with IGEL. We have one of the most successful e-learning pilots in the history of the Federal Government. You have all seen the reports; we are in the final stages of evaluation but given what we know already, we have a success on our hands. I want to again thank the Steering Group for their superb leadership, dedication and hard work. They all deserve our gratitude. As I leave, I want you all to know that I too am "IGEL'n."

Workforce Planning

This initiative will integrate and align the past, present and future initiatives of the HR Committee and provide a framework for participating Offices of the Inspector General to accelerate, professionalize and synergize their strategic human capital programs.

By the first quarter of 2007, our goal is that each IG will have a practical toolbox for workforce planning that will include a performance and skill proficiency model, recruitment strategy, recruitment video,

HUMAN RESOURCES COMMITTEE NEWS

communications strategy, and Web-based tools for workforce planning.

PCIE Leadership Academy

The next session will be April 17-28 at the Federal Executive Institute. For more information contact John Mullins at 202/566-2675 or mullins.john@epa.gov, Debra Robinson at 434/980-6271 or debra.robinson@opm.gov, Stephen Blair at 434/980-6283 or stephen.blair@opm.gov, or Terry Stotts at 434/980-6289 or terry.stotts@opm.gov.

IGEL Statistics

- Total number of active users: 2,437
- Total course accesses: 8,633
- Total number of distinct courses accessed: 545
- Total number of courses completed: 6,063
- Total training time (in hours): 12,480

Books 24x7:

- Number of occupied seats: 612
- Total sessions: 2,161
- Total active minutes: 27,190

- Total number of HTML pages read: 16,756
- All statistics as of February 7, 2006.

IGEL Survey Results

- 84% of the respondents felt that IGEL enhanced the skill level of their employees.
- 50% of the respondents stated that training hours in their organizations increased with the use of IGEL.
- 60% stated that IGEL has provided a training cost-savings to them. Social Security of America stated that it saved \$135,000 within the first several months. The Department of Veterans Affairs stated that it saved \$78,000.
- 44% stated IGEL was substituted for previous classroom training.
- 50% stated that they were able to use IGEL resources in lieu of taking an instructor-led class or purchasing reference materials.
- Over 80% of IGEL users evaluated the content positively.
- 72% stated Books 24x7 will help employees save time.
- 55% stated that IGEL has contributed to the development of their staff's core set of skills that align with the PCIE/ECIE Core Competencies.